

**KJAM(AM) and KJAM-FM  
EEO PUBLIC FILE REPORT  
December 1, 2021-November 30, 2022**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Sports Director	2,4,8,9,10	9

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	<b>South Dakota Department of Labor</b> Email: <a href="mailto:brett.gustin@state.sd.us">brett.gustin@state.sd.us</a> Phone: 605-256-5300	N	0
2	<b>Sportscasters Talent Agency of America</b> Email: <a href="mailto:jon@staatalent.com">jon@staatalent.com</a>	N	1
3	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	N	0
4	<b>All Access Website</b> <a href="http://www.allaccess.com">www.allaccess.com</a>	N	1
5	<b>Dakota State University</b> Email: <a href="mailto:careerservices@dsu.edu">careerservices@dsu.edu</a> Phone 605-677-5211	N	0
6	<b>South Dakota State University</b> Email: <a href="mailto:careers@sdstate.edu">careers@sdstate.edu</a>	N	0
7	<b>Southeast Tech</b> Email: <a href="mailto:studentjobs@southeasttech.edu">studentjobs@southeasttech.edu</a>	N	0
8	<b>South Dakota Broadcasters Association</b> 106 W Capitol, Box 1037 Pierre, SD 57501 Phone: 605-224-1034 Email: <a href="http://www.sdba.org">www.sdba.org</a> Email: <a href="mailto:marla@willardandassociates.com">marla@willardandassociates.com</a>	N	0
9	<b>Indeed Website</b> <a href="http://www.indeed.com">www.indeed.com</a>	N	1
10	<b>Alpha Media Careers Website</b> <a href="http://www.alphamediausa.com/careers">www.alphamediausa.com/careers</a>	N	1
11	<b>Word-of-Mouth Referral</b>	N	
12	<b>Walk-In/Self-Referral</b>	N	
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			4

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Job Fair	On Aug 31, 2022 our Market Manager attended the Dakota State University Job Fair and talked to students about the opportunities available in radio.
2	Management-level training regarding	On December 29, 2021 our Business Manager participated in training programs provided by Alpha Media, “Managers Guide to Diversity, Inclusion & Accommodation”
3	Internship Program	Beginning in September, 2022 our SEU hosted a student intern from Madison Central High School. This intern was supervised by our Program Director and learned about on-air broadcasting techniques as well as associated equipment and software. The student was also given the opportunity to produce liners and commercials. This student also interacted with SEU staff in other departments who offered useful tips about preparing for a future career in broadcasting.
4	Internship Program	Beginning in September, 2022 our SEU hosted a student intern from Madison Central High School. This intern was supervised by our News Director and learn about interviewing, collecting information and writing new stories as well as sports stories. The student was also given an opportunity to produce newscasts and commercials under the guidance of our News Director. This student also interacted with SEU staff in other departments who offered useful tips about preparing for a future career in broadcasting.